

**State of Connecticut
Commission on Human Rights and Opportunities
Regular Commission Meeting
Legislative Office Building – Rm 1A
Hartford, CT 06106
Wednesday, November 9, 2016
2:00 p.m.**



Regular Commission Meeting Minutes

Commissioners Present

Cherron Payne, Chair
Lisa Giliberto
Edith Pestana
Andrew Norton
Joseph Suggs

Commissioners Absent

Edward Mambruno, Secretary
Shuana Tucker
Dawn Niles

Staff Present

Tanya A. Hughes, Executive Director	
Cheryl Sharp, Deputy Director	Carolyn Anderson, Commission Counsel
Emily Melendez, Asst. Attorney General	Scott Madeo, Commission Counsel
Michelle D. Keuler, Commission Counsel	Monica H. Richardson, Executive Secretary
Donna W. Brilliant, Regional Manager	

I. Chairperson, Cherron Payne, Presiding.

The meeting convened at 2:09 p.m.

II. Secretary, Lisa Giliberto for Edward Mambruno.

A motion was made by Commissioner Suggs to approve the Minutes of the October 12, 2016 Regular Commission Meeting. It was seconded by Commissioner Pestana. The motion carried unanimously.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director, Cheryl Sharp: Southern CT State University, Metropolitan District Commission, Department of Labor, Department of Administrative Services, and Gateway Community College.

A. Staff Recommendations: **Approval**

1. **Southern CT State University**

Representing the agency were Joe Bertolino, President, Paula Rice, Director of Diversity and Equity, Brenda Harris, Associate of Diversity and Equity and Mildred Verdejo.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency had not met or substantially met all of its hiring goals at 35.2%, promotion goals were met at 37.5% and program goals were 50% met for this filing period. There were no deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 853% for the SBE Goal achievement and 474% for the MBE.

The five year filing history is as follows: 2011, 2012, disapproved, 2013, conditionally approved, 2014, disapproved and 2015, the plan was approved. They were recommended for approval and to retain their annual filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Suggs to **approve** the plan and retain the annual filing status of Southern CT State University. The motion carried unanimously.

2. **Metropolitan District Commission**

Representing the MDC was Bob Zyke, Rita Kelly, and Michael Jefferson.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet all or substantially all of its hiring goals at 35.3%. The promotion goals were met at 100% and the program goals were 50% met for this filing period.

The Contract Compliance Set-Aside Program for FY2015 showed 39.9% goal achievement for the SBE and 52.4% for the MBE.

The five year filing history is as follows: 2011, 2012, 2013, 2014 and 2015 were approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs to

approve the plan and retain the annual filing status of the Metropolitan District Commission. The motion carried unanimously.

3. Department of Labor

Representing the agency were Commissioner Scott Jackson, Marla Shiller, the EEO manager, and Neil Griffin of HR.

The plan was recommended for **approval**.

The agency demonstrated good faith efforts to achieve its goals: the agency did not meet all or substantially meet all of its hiring goals with hiring goals of 40%; promotion goals were met at 64% and 100% of program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 290% goal achievement for the SBE and 748% for the MBE.

The filing history is as follows: 2011, 2012, 2013, 2014, and 2015 were all approved. They are recommended for approval and to retain annual filing status.

A motion was made by Commissioner Norton and seconded by Commissioner Suggs for approval of the proposed affirmative action plan for the Department of Labor and to retain annual filing status. The motion for **approval** was carried by unanimous vote.

4. Department of Administrative Services

Representing the Agency was Melody Currey Commissioner, Alicia Nunez, EEO Director, Brenda Abele, HR manager and Erin Choquette, Policy and Legislative Advisor.

The plan was recommended for **approval**.

The agency did demonstrate good faith efforts to achieve its goals: the agency did not meet all or substantially meet all of its hiring goals with hiring goals of 44.4%; promotion goals were met at 71.4% and 100% of program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 70% goal achievement for the SBE and 50% for the MBE.

The filing history is as follows: 2014, and 2015, approved. They are recommended for approval and to retain annual filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Giliberto for approval of the proposed affirmative action plan for the Department of Administrative Services and to retain annual filing status. The motion for **approval** was carried by unanimous vote.

B. Staff Recommendation: **Conditional Approval**

5. **Gateway Community College**

Representing the Agency were Lucy Brown, Sharon Gaddy, and Patricia Alston.

The plan was recommended for **conditional approval**.

The agency partially demonstrated good faith efforts to achieve its goals: the agency did not meet all or substantially all of its hiring goals with hiring goals or 53.3%; promotion goals were met at 75% and 100% of program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY 2014/2015 showed 188% goal achievement for the SBE and 212% for the MBE.

The filing history is as follows: 2009, 2010, 2011, 2012, 2014 approved. They are recommended for approval and to move to annual filing status.

A motion was made by Commissioner Pestana and seconded by Commissioner Giliberto for approval of the proposed affirmative action plan for Gateway Community College and to retain annual filing status. The motion for **conditional approval** was carried by unanimous vote.

IV. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director

The monthly production report was provided. We have 22 investigators amongst the regions and have been able to maintain our goal of eliminating aged inventory. It is a continuous challenge due to the low staffing levels. We received accolades at our recent EEOC conference for improvements made to the agency.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future events include:

- Police and Racial Profiling, Nov 9
- Leaders and Legends Awards, Dedicated to Ezra Jennings, November 17
- Anti-Sexual Harassment Training – Nov 8
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Outreach Successes:

- Minority Outreach - NAACP and State with Commissioner Norton Oct 24, and Dec 12
- Quinnipiac University Job Fair, Oct 21
- EEOC conference, Oct 27-28

- Fair Housing Training, Oct. 18

A complete, detailed report was provided.

Legislative Report: presented by Michelle Dumas Keuler, Commission Counsel

Attorney Dumas Keuler reported that we do not have new proposals going into this new legislative period. CHRO will continue to efforts to implement proposals that were from the last session.

V. New Business: N/A

VI. Executive Session

(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)

Commissioner Pestana moved to go into executive session. The motion was seconded by Commissioner Giliberto. The motion carried by unanimous vote. Executive session commenced at 3:15 pm.

Invited into executive session were: Director Hughes, Deputy Director Sharp, Assistant Attorney General Emily Melendez, Attorney Scott Madeo, and Attorney Carolyn Anderson.

Pending Litigation:

1. CHRO ex rel LaToya Moore v. Oliver White
CHRO No. 1650131 Presented by Scott Madeo, Commission Counsel I
2. CHRO ex rel LaToya Moore v. William Raveis Real Estate, Inc.
CHRO No.1650132 Presented by Scott Madeo, Commission Counsel I
3. CHRO ex rel LaToya Moore v. Joann Hinman
CHRO No. 1650133 Presented by Scott Madeo, Commission Counsel I
4. CHRO ex rel Alyssa McClain v. Galen Dionne, et al
CHRO No. 1650197 Presented by Carolyn Anderson, Commission Counsel II

Personnel Matter:

Complaint from Capitol Regional office

VIII. Return from Executive Session

At 3:54 pm Commissioner Norton moved to resume the meeting following executive session. The motion was seconded by Commissioner Giliberto. The motion carried unanimously.

1. CHRO ex rel Latoya Moore v. Oliver White
CHRO No. 1650131

A motion was made by Commissioner Giliberto to approve filing Latoya Moore v. Oliver White in Superior Court by Commission counsel to seek injunctive relief, punitive damages, and civil penalty. It was seconded by Commissioner Pestana. The motion was carried by unanimous vote.

2. CHRO ex rel LaToya Moore v. William Raveis Real Estate, Inc.
CHRO No.1650132
3. CHRO ex rel LaToya Moore v. Joann Hinman
CHRO No. 1650133 .
4. CHRO ex rel Alyssa McClain v. Galen Dionne, et al
CHRO No. 1650197

A motion was made by Commissioner Giliberto to approve filing Latoya Moore v. William Raveis Real Estate, Latoya Moore v. Joanne Hinman, and Alyssa McClain v. Galen Dionne in Superior Court by Commission counsel to seek injunctive relief, punitive damages, and civil penalty. It was seconded by Commissioner Pestana. The motion was carried by unanimous vote.

IX. Old Business: Waterbury Public Schools, Michelle Dumas Keuler, Commission Counsel

Attorney Dumas Keuler reported that CHRO had been trying to meet with DOE officials and the proposed date will be 11/28/16. She further stated that written testimony was received from R.A.C.E. and will be considered.

X. Adjournment

A motion was made by Commissioner Suggs to adjourn the meeting and seconded by Commissioner Andrew Norton. The motion to adjourn carried unanimously. The meeting ended at 4:00 p.m.